



## THE JOKER

Collaboration requires a sense of solidarity and the ability to take pleasure in the work process. This may make it uncomfortable when someone disagrees with what the majority of the group seems to think. Highlighting the power structures of your work group can be particularly sensitive. Norm-creative innovation requires us to deal with criticism that brings up these issues. We must question our assumptions over and over again. This is a necessary part of the process that supports the innovation potential of the project.

It is often hard to be the person to point out the lack of a norm-critical perspective. The person who points out this lack of perspective destroys the illusion of agreement, thus challenging the 'positive atmosphere'. This takes courage. This is particularly true because the criticism may be based on personal experiences that have provided insight about discrimination. There is a risk that the focus shifts from the problem to the messenger: the person who points out the issue may be accused of being a Killjoy. But the role is necessary: the killjoy makes sure the norm-critical perspective is actualized (for more about this concept, see *The Promise of Happiness – Feminist Killjoys* under *Suggestions for Further Reading* in the *Guide*).

In the game, this card is the Joker, the Killjoy who prevents us from losing the norm-critical perspective in the work process. Turn the card over for tips on how to use it during the work process.

KILLJOY



